Equality, Diversity and Inclusion Committee
(a joint standing committee of the Senate and the Council)

Terms of reference

1. To develop and recommend to Senate and Council as appropriate the University’s Equality, Diversity and Inclusion Strategy in accordance with the University’s Strategic Plan and provide advice and recommend to Senate and Council on all aspects of equality, diversity and inclusion activities.

2. To monitor progress and report annually on the Equality, Diversity and Inclusion Strategy to Senate and Council.

3. To monitor relevant internal and external developments to inform future Equality, Diversity and Inclusion Strategy and policies, making recommendations as appropriate to Senate and Council.

4. In accordance with delegated authority, approve on behalf of Senate and Council policies relating to equality, diversity and inclusion.

5. To create sub-committees and/or initiate working groups as required; to receive and consider reports from these; and to delegate to these aspects of the above in line with agreed delegated authority.

6. To receive equality, and diversity and inclusion related matters for consideration from networks and interest groups at Lancaster University.

7. To advise and consult with other governance bodies, in keeping with its own governance responsibilities, on matters related to equality, diversity and inclusion.

Committee Composition

(ex officio)

Pro-Chancellor
Vice-Chancellor
Director of Human Resources and Organisational Development
Chair of the Athena SWAN Committee
Director of Students, Education and Academic Services
Vice-President, Welfare and Community, Students’ Union
Pro-Vice-Chancellor (appointed by the Vice-Chancellor) (in the Chair)
one Council lay member, appointed in accordance with the Nominations Committee process
four Faculty representatives, one from each Faculty, appointed by the appropriate Faculty Dean
one representative from Professional Services, appointed by the Deputy Chief Executive (Operations)
one representative from Facilities, appointed by the Deputy Chief Executive (Operations)
one representative from the each of the recognised campus trade unions (UCU, Unite and Unison)

(co-opted)
two co-opted external members, appointed in accordance with the Nominations Committee process

(in attendance)
Equality, Diversity and Inclusion Manager
one Lancaster University Students’ Union Management Team representative
Associate Director of Human Resources (Organisational Development)
Dean, Equality, Diversity and Inclusion
Associate Director, Wellbeing and Inclusion

Procedure
In addition to the above membership, individuals from outside the Committee will be invited to attend for relevant agenda items.

The Committee shall meet three times a year and shall report as appropriate to the Senate and the Council.

The term of office of the appointed members are for a maximum of three years. Terms will be renewable once for a maximum of a further three years.

The quoracy for this Committee is half the number of members plus one.

Chair of the EDI Committee will allocate an alternative Chair in the event of their absence.

The Secretary of the Committee will be a member of staff from Governance Services.

Equality, and diversity and inclusion related matters from networks and interest groups (as outlined in the terms of reference) may be submitted to the Committee Secretary at least one month before the next committee meeting. The Chair of the EDI Committee will make the final decision on whether the item goes to the next meeting for consideration.